

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

and

BUS DRIVERS' AGREEMENT

for the school years

X 1981-1983

LIBRARY  
Institute of Management and  
Labor Relations

OCT 29 1981

RUTGERS UNIVERSITY

PROPOSED

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

BUS DRIVERS' AGREEMENT - 1981-1983

- I. Duration of this agreement shall be July 1, 1981 through June 30, 1983.
- II. This agreement covers working conditions for all full-time drivers, part-time drivers and driver substitutes. Drivers who work twenty or more hours per week on regularly scheduled routes are considered full-time drivers.
- III. Full-time drivers' salary schedule:

<u>Step</u>	<u>1981-82</u>	<u>1982-83</u>
1	\$ 7,062.00	\$ 7,573.00
2	8,031.00	8,633.00
3	9,003.00	9,678.00
4	9,835.00	10,573.00
5	10,445.00	11,228.00

Duties under base salary:

1. To and from route for high school
2. Vocational routes and/or Teitelman route
3. Late activity routes for both schools
4. Late athletic run for both schools
5. Field trips during school hours in the county
6. Maintenance trips to garage, inspection stations, etc.
7. Cleaning and maintaining bus

- IV. Part-time drivers' salary and substitute drivers:

<u>Trip Description</u>	<u>1981-82</u>		<u>1982-83</u>	
	<u>Annual Base</u>	<u>Rate Daily</u>	<u>Annual Base</u>	<u>Rate Daily</u>
Wildwood Catholic.....	\$4,281.00	\$23.78	\$4,602.00	\$25.57
Star of the Sea.....	4,281.00	23.78	4,602.00	25.57
One a.m. and one p.m. route.	2,467.00	13.71	2,652.00	14.73
Two a.m. and two p.m. routes	4,281.00	23.78	4,602.00	25.57
Alternative School.....	1,800.00	10.00	1,935.00	10.75
Special Ed. to Middle Twp...	3,702.00	20.57	3,980.00	22.11
R.M.T. to Vo-Tech., one way.	685.00	3.81	736.00	4.09
Round Trip to Vo-Tech. and	3,305.00	18.36	3,553.00	19.74
Misc. duties.....				

If driver combines two or more of the above routes and works more than 20 hours per week, he/she is entitled to fringe benefits.

The annual base rate divided by 180 school days determines the daily rate of pay when pro-rating for new drivers, calculating deductions for contracted drivers or to pay substitute drivers.

Route assignments may change at the discretion of the Transportation Supervisor.

HOURS: Full-time drivers drive approximately 8 hours per day.

Part-time drivers drive approximately 3 hours per day and are not entitled to fringe benefits.

FRINGE BENEFITS: (full-time drivers - and those drivers who work over 20 hours per week only.)

1. Sick leave: Ten days accumulative sick leave days per school year.
2. Health benefits: The Board pays full coverage for employee and eligible dependents, if enrolled, for Blue Cross Blue Shield, Rider J., and Major Medical.
3. Prescription Plan: Board pays 50% of the cost for employee and eligible dependents, if enrolled.
4. The Board shall create an account of \$150.00 in 1981-82 and \$300.00 in 1982-83 for each bus driver member which shall be for the purpose of reimbursing each bus driver for any medical expense for himself or his family which is not covered by any other insurance provided herein. This account is for each school year and is non-accumulative. There shall be two (2) reimbursement dates each school year. Receipts shall be submitted to the secretary of the Board of Education or her designee by November 30 and or May 30. Payment dates shall be on or before December 31 and on or before June 30.

COMPENSATION FOR EXTRA RUNS AND FIELD TRIPS - AFTER SCHOOL HOURS:

Within 30 miles.....	\$15.00
31 to 40 miles.....	20.00
41-75 miles.....	25.00
over 75 miles.....	35.00

NOTE: The club or group using bus shall pay for the driver's meal and tickets to the event.

A trip that runs from eight to ten hours in duration (regardless of mileage) shall earn an extra \$10.00. Above ten hours will be an additional \$10.00.

Compensation for third after school trip, if necessary - \$5.00  
Compensation for a substitute bus driver - \$5.00 per run.

If board pays for trip, then board pays for driver's meals at the rate of \$3.00 for breakfast and lunch; \$5.00 for dinner.

DRIVERS AGREE TO THE FOLLOWING:

1. To submit inspection reports as required daily, weekly, monthly, and yearly.
2. Keep an accurate report of mileage; daily, monthly and yearly.
3. Clean bus daily, windshield to be kept clean at all times.
4. Simonize bus twice a year.
5. Present a neat and clean appearance at all times.
6. Give prompt and efficient service at all times.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Secretary

\_\_\_\_\_  
Date

\_\_\_\_\_  
Bus Driver Representative

\_\_\_\_\_  
Date

\_\_\_\_\_  
Bus Driver Representative